

Helen
of Troy

Sustainability Report

FISCAL
YEAR
2025



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Helen
of Troy

Helen of Troy

Who We Are

We incorporated as Helen of Troy Corporation in Texas in 1968 and were reorganized as Helen of Troy Limited in Bermuda in 1994. We are a leading global consumer products company offering creative products and solutions for our customers through a diversified portfolio of brands. We have built leading market positions through new product innovation, product quality, and competitive pricing. We go to market under a number of brands, some of which are licensed.



Who We Are

We currently operate in two reportable business segments:



Home & Outdoor

Offers a broad range of outstanding world-class brands that help consumers enjoy everyday living inside their homes and outdoors. Our innovative products for home activities include food preparation and storage, cooking, cleaning, organization, and beverage service. Our outdoor performance range, on-the-go food storage, and beverage ware includes lifestyle hydration products, coolers and food storage solutions, backpacks, and travel gear. Sales for this global segment are primarily to online and brick & mortar retailers and through our direct-to-consumer channel.



Beauty & Wellness

Provides consumers with a broad range of outstanding world-class brands for beauty and wellness. In Beauty, we deliver innovation through products such as hair styling appliances, grooming tools, liquid and aerosol personal care products, and nail care solutions that help consumer's look and feel more beautiful. In Wellness, we are there when you need us most with highly regarded humidifiers, thermometers, water and air purifiers, heaters, and fans. Sales for this global segment are primarily to online and brick & mortar retailers, distributors, and through our direct-to-consumer channel.



➔ Additional information about our Company and our business, strategy, governance, and financial performance can be found in our most recent [Annual Report](#) and [Proxy Statement](#).

Who We Are (continued)

Our portfolio of brands is available in over 100 countries, reaching consumers across North America, Latin America, Europe, the Middle East, Africa, and the Asia-Pacific region. Guided by our purpose to Elevate Lives, sustainability is woven into virtually every aspect of our business—from the materials we source to the partnerships we build, ensuring our brands inspire trust, wellness, and loyalty around the world.

Our brands continue to earn external accolades, highlighting our commitment to deliver thoughtful solutions for home, health, wellness, and beauty while meeting the evolving needs of consumers worldwide. Notably, the Company jumped in ranking from #84 to #16 in the 2024 Healthiest 100 Workplaces in America, which recognizes people-first organizations that prioritize the well-being of their associate population. And, for the third consecutive year, we were named by Newsweek as one of “America’s Most Responsible Companies,” earning a spot on their 2025 list.

Here are some highlights from fiscal 2025:

- Olive & June - Beauty Inc’s 2024 Breakthrough Beauty Brand in Mass
- Osprey - REI Vendor Partner of the Year
- OXO Rapid Brewer - Good Design Award
- Hydro Flask - Wirecutter (NY Times) The 8 Best Water Bottles
- PUR PLUS - Good Housekeeping’s Best Water Filters
- Braun - Newsweek #1 Most Trusted Brand for Children’s Thermometers in US and UK
- Vicks - Newsweek #1 Most Trusted Brand for Humidifiers
- Honeywell - Newsweek #1 Most Trusted Brand for Heaters



A Message From Our CEO

Brian Grass,
Chief Executive Officer



Welcome to Helen of Troy’s sustainability report for fiscal 2025, which highlights how our dynamic portfolio of brands continues to deliver on our promise of quality, safety, and transparency—with the goal of earning sustained loyalty from our consumers. I am proud to have been a part of Helen of Troy’s success during my almost two decades with the Company and honored to begin my tenure as interim CEO. Since its founding, Helen of Troy has grown to become a global leader in consumer products, elevating lives in moments that matter. Across our Home & Outdoor and Beauty & Wellness segments, we design and deliver trusted products that reach millions around the world each day. In December of 2024, we were excited to add the award-winning nail care brand Olive & June to our portfolio of brands.

We recognize that today’s consumers expect more—from the products they buy to the companies behind those products. This drives us to innovate products that meet consumers’ evolving needs. Our consumer-obsessed approach to doing business has earned us recognition for the third consecutive year as one of America’s Most Responsible Companies by Newsweek. This recognition demonstrates our commitment to live our principles and embed those principles into how we operate our businesses and organization. Through this work, our goal is to continually earn the engagement, loyalty, and pride of our five key stakeholders: consumers, shareholders, customers,

associates and the communities in which we live and operate.

Our product portfolio delivers measurable impact: approximately 39% of our revenue is driven by products that address social needs, such as water filtration with PUR, the detection of fever using Braun and Vicks thermometers, and the relief of allergy symptoms using our Vicks Humidifiers, Vaporizers and Sinus Inhalers*. Our portfolio also provides environmental benefits, such as Hydro Flask reusable water bottles and OXO kitchen storage containers. These are just a few examples of how our remarkable brands impact everyday lives.

A Message From Our CEO (continued)

Our brands are only as strong as our teams. A happy, healthy, and collaborative workforce is a key element of our success. Our global teams across North America, Asia, and Europe bring unique perspectives that fuel creativity and empathy with our consumers, enabling us to offer products that address their different needs. We leverage these viewpoints to drive innovation, growth, and problem-solving. In our second year, our five Associate Resource Groups (“ARGs”) continue to foster a supportive, inclusive workplace that celebrates the unique life experiences of our associates, allowing them to connect across departments and locations.

Community initiatives extend our impact beyond our products to the people and places where we live and work—whether by increasing access to parks, providing cleaner water, or empowering underserved communities. Curlsmith, through its partnership with Project Beauty Share, donated nearly 8,000 units of essential haircare products to women in need, promoting dignity and confidence. Through Good360, Honeywell donated 2,000 air purifiers to areas impacted by California’s devastating wildfires in January.

We recognize the impacts of constantly evolving global trade policies and related business and macroeconomic challenges ahead, including escalating tariff tensions, global and state regulations on packaging, product lifecycles, and sustainability disclosures that affect our value chain. Our centralized sustainability work, overseen by our Board, ensures accountability, continuous improvement, and alignment with business and stakeholder expectations. We are taking proactive steps to build resilience and readiness by embedding these actions across our operations, upholding responsible standards, promoting supply chain transparency, and managing environmental impacts from raw material sourcing to product end-of-life.

Helen of Troy has over half a century of experience and a track record of excellence. By staying true to our Purpose, Vision, and Values, I am confident that our organization can successfully adapt to the current environment while continuing to offer our consumers innovative products that make every day better. Many of the products in our diversified portfolio have performed well in past economic downturns, and we

will look to leverage those strengths in fiscal 2026. I would like to recognize and thank our global associates who remain dedicated and resilient. With this team, and our focus on continuing to strengthen our business fundamentals, I believe that we will be able to navigate these challenging times.

Sincerely,



Brian Grass,
Chief Executive Officer

*Revenue related to social issues (21.3%) such as sale of basic sanitary products such as water filters, supporting the treatment/diagnosis of major diseases of the world such as hypertension; related to environmental issues (17.7%) such as sale of items that help to contribute towards reducing single use plastics such as reusable water bottles and storage containers. Note that some items are considered both revenue related to social issues and environmental issues (e.g. PUR products), therefore the totals here will not add up to 39.0%



Enhance

Our Brands
and Products



Our Brands and Products

Helen of Troy's Portfolio

Our portfolio includes trusted brands that deliver thoughtful solutions for home, health, wellness, and beauty, meeting the evolving needs of consumers worldwide. We take a holistic approach to product development, embedding safety, durability, and efficiency at each stage. From product testing to the adoption of user design principles, we intend to address key consumer concerns like material specification, effective packaging and product reliability while ensuring compliance with ever-changing global regulations.

Helen of Troy



Our brands and products (continued)



OXO crafts durable products that solve real day-to-day problems for real people in innovative and satisfying ways. Through the decades, they have honed their problem-solving design approach, producing timeless products that have earned them a loyal following.

Today, OXO channels that expertise into minimizing environmental impacts by, where possible, incorporating recycled content and optimizing product designs to reduce plastic use and improve energy efficiency in their appliances.



On our newly launched Rapid Brewer, the water chamber and carafe are made from Tritan Renew™, which is made from **50% recycled content certified** through a mass allocation process

Our brands and products (continued)



Hydro Flask

With their iconic stainless-steel bottles, Hydro Flask has put more than 50 million reusable bottles in the hands of our consumers. Beyond our bottles, we have begun to integrate certified recycled content and bluesign® APPROVED materials across our soft good product lines*, with 100%** of our Spring 2025 season products featuring 100% recycled main body fabric, and 68%** of styles featuring bluesign® APPROVED main body fabric.

The season also features two bluesign® PRODUCTS, the Kids Lunch Box and the Tag Along Tote. We have transitioned to 100% recyclable and FSC certified product packaging, and eliminated single-use plastic bags from the majority of our products' packaging.

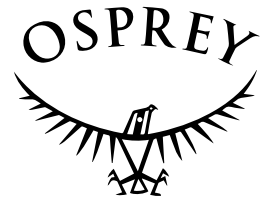
*Learn more at hydroflask.com/bluesign
 **Based on total number of styles in the season

In Spring of 2025, we launched our **first two bluesign® PRODUCTS:** the Kids Lunch Box and Tag Along Tote

Eliminated single-use plastic packaging for more than **90% of our products**



Our brands and products (continued)



Osprey designs high-performance gear tailored to the unique needs of outdoor enthusiasts, ensuring comfort, durability and functionality for all adventurers. Osprey continuously evolves processes and finds ways to keep our high-quality products in use for as long as possible. Osprey’s All Mighty Guarantee reflects these efforts to extend product life. Any reason, any product, any era* Osprey will repair any damage or defect free of charge, reducing waste and giving repairable packs a second life. We require our material suppliers to use credible third-party standards, are a bluesign® SYSTEM PARTNER, and use 100% recycled polybags and FSC-certified cartons and hangtags. In Spring 2025, bluesign® PRODUCTS made up 80% of our full product line and 100% recycled main body fabric was used in 98% of our products.

Osprey actively promotes inclusivity in the outdoors by supporting initiatives to increase access and offering Extended Fit sizing across multiple categories to ensure that our customers of all sizes can experience uncompromised performance. In 2024, Osprey’s commitment to sustainability, innovation and high-quality gear earned us accolades, including recognition by REI as Vendor Partner of the Year and a spot on Fast Company’s list of “Brands That Matter.”

*Excludes Poco Child Carrier and Accessories, Raptor Pro and Soelden/Sopris Pro, which carry a limited five- or seven-year guarantee depending on their practical lifespan.

In Spring 2025, bluesign® PRODUCTS made up 80% of Osprey's full product line

- ① bluesign® approved, 100% Regen Ocean recycled polyester main body and bottom fabric
- ② 100% recycled webbing, edge binding tape, zippers and sewing thread
- ③ Plastic hardware is comprised of bio-based POM plastic, made from captured agricultural methane
- ④ 50% recycled EVA foam backpanel
- ⑤ All DWR treatments made without PFAS



Our brands and products (continued)

BRAUN

Braun creates products that combine technical innovation with intuitive, user-friendly designs to deliver precise results. We strive to continuously address consumer needs while reducing the environmental impact of our products.

By removing plastic clamshells and unnecessary polybags, we make it easier for consumers to choose packaging with less plastic. Braun also incorporates carboard packaging certified by PEFC, a globally recognized standard promoting responsible forestry. Our thoughtful changes and choices helped to earn us the Excellence Award in 2023.



The use of less plastic in packaging earned us the **2023 Excellence Award** for achievement in innovation and sustainability



Our brands and products (continued)

From air purifiers and fans to heaters and humidifiers, Honeywell offers consumers a wide range of energy-efficient products in moments when you need us most. 97.1% of our air purifier products are Energy Star certified, helping consumers save energy in their homes without compromising performance. Our consumer commitment extends to the communities in which we operate. In response to the January 2025 California wildfires, Honeywell donated 2,000 air purifiers to affected individuals, providing cleaner indoor air during a time of extreme smoke pollution.

Honeywell



Around 97.1% of eligible air purifier products sold are **Energy Star certified**



Delighting consumers with trusted solutions for healthy living and peace of mind, Vicks simplifies sustainability with innovative designs that put consumer needs first. The Vicks Warm Steam Vaporizer (V150) features modular components and instructions for easy disassembly and recycling. This thoughtful design delivers effective humidification while empowering consumers to make environmentally responsible choices effortlessly.



Designed for **easy tank disassembly** for recycling at the end of product life*

*Check www.vickshumidifiers.com/recycle for more information

Our brands and products (continued)



PUR’s advanced filtration systems effectively reduce contaminants like lead, mercury, and certain pesticides, providing safer water and addressing critical health concerns that can be found in contaminated drinking water.

By promoting reusable filtration solutions, PUR empowers consumers to significantly cut plastic waste—we estimate that each PUR filter replaces over 303 single-serve bottles. Combined with its innovative filter recycling program and meaningful community outreach, PUR delivers not only cleaner water but also a positive impact on the environment and overall community well-being.

Estimate that one PUR filter replaces over **303 single-serve bottles***

Reduces lead, mercury, and certain pesticides, providing **safer water**



*In addition, one of our faucet filters saves 757 water bottles.

Our brands and products (continued)

Curlsmith and Drybar both exemplify dedication to quality and focused expertise. Curlsmith champions superfood-infused ingredients, crafting products that deliver professional curl results without compromise. Rigorous testing by curl experts across all curl types helps ensure each product meets the highest standards, while the elimination of harsh ingredients underscores their commitment to gentle, nourishing formulas. Curlsmith is transitioning its packaging bottles to be made from 100% post-consumer recycled content. In parallel, Drybar's philosophy is rooted in unlocking your best blowout. To support salon-quality blowouts at home, they provide professional-grade products, tools, and expertise, ensuring every individual can achieve and maintain an everyday gorgeous blowout for their unique hair type. Both brands also have liquid products that are cruelty free, vegan and made without gluten, honey, keratin, paraben, phthalate, and sulfate, among others.

drybar

Designed to streamline routines, the Triple Shot reflects Drybar's **consumer-first approach**, combining three styling functions in one innovative tool



CURLSMITH



Our collection includes several packaging bottles made from **100% post-consumer recycled content**



Engage

Our People and
Communities

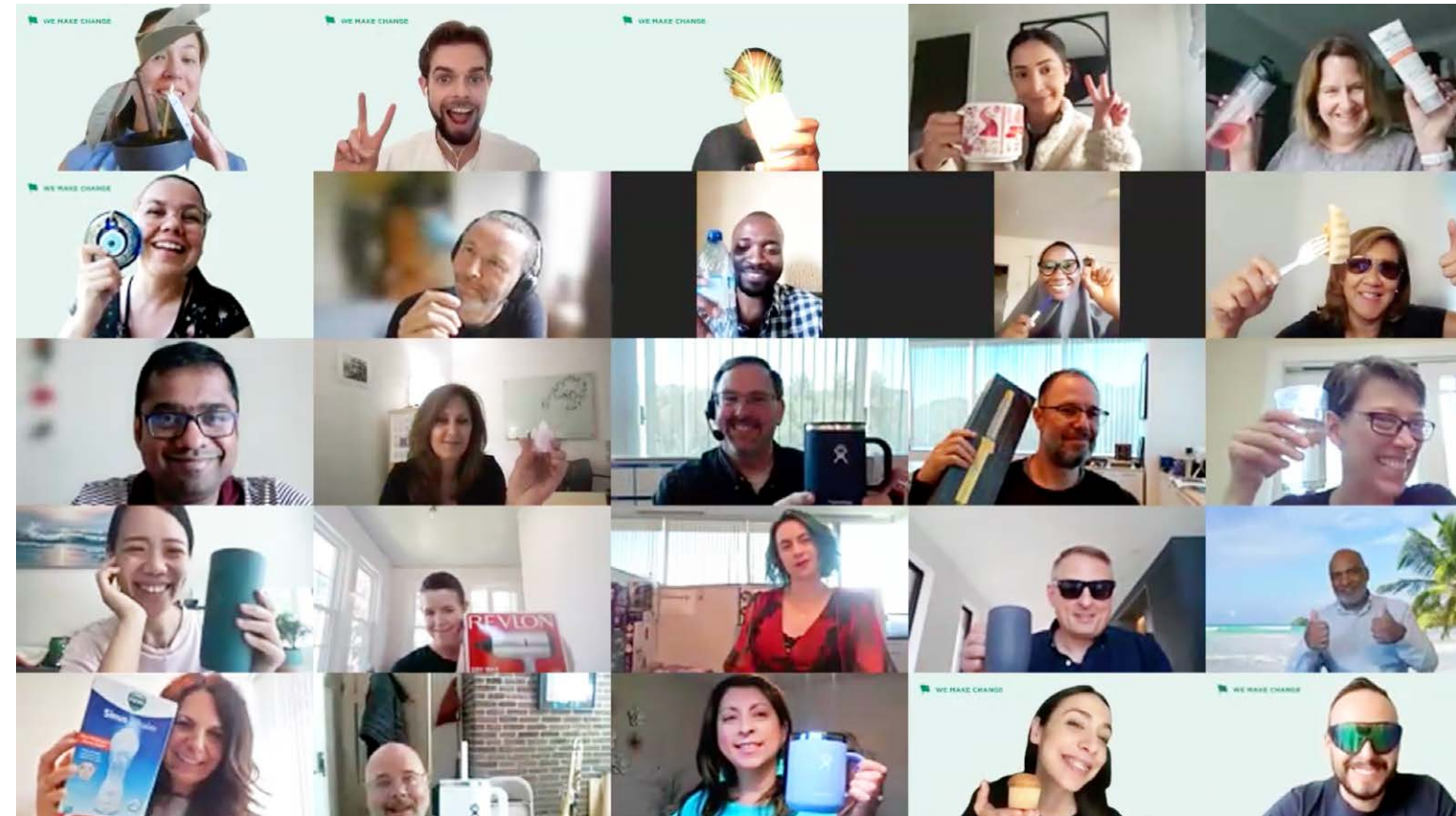


Our People and Communities

We are highly focused on our associates and believe that a great organization is powered by exceptional people.

By embracing unique perspectives, fostering a culture of belonging, and empowering our associates to bring their authentic selves to work, we create an environment that sparks innovation and creativity. A workforce that reflects our consumers ensures we remain aligned with their needs and expectations. We are committed to cultivating an inclusive culture where our associates can thrive. Our Sustainability Guiding Principles, available on our [website](#), outline our positions on labor and human rights, diversity and equal opportunity, non-discrimination, freedom of association and collective bargaining, no child labor, and no forced or compulsory labor. We offer a comprehensive range of benefits and programs designed to support the overall well-being of our associates. As the needs of our workforce evolve, so too does our commitment to providing relevant and meaningful

benefits. Our offerings - which vary by region and office - include healthcare coverage, disability and life insurance, retirement plans, equity and discount programs, educational assistance, family-friendly benefits, and a wide array of emotional and mental health resources. Our initiatives are brought to life by our dedicated wellness champions and ambassadors around the world, who play a vital role in advancing our “People First” culture and creating a supportive, health-focused work environment. Additionally, we provide wellness and financial planning programs, occupational health and safety support, and enhanced leave options. These include office closures during the December holiday season, observed as “Associate Appreciation Week” in recognition of our associates’ dedication and contributions.



Our people and communities (continued)



We monitor our culture and engagement levels through the recurring “My Voice” survey and other feedback channels. Insights gathered are used to continuously refine our policies, enhance engagement strategies, and strengthen our culture keeping us connected to the needs and expectations of our associates.

At Helen of Troy, we believe that the growth and development of our people is essential to our success. That’s why we invest in a holistic learning approach designed to enhance knowledge, build capability, and support every associate throughout their professional journey.

Our Learning Hub offers a rich library of courses, handouts, and practical tools—accessible to all associates and embedded into the employer experience from day one, beginning with New Hire Orientation. Whether developing new skills, deepening expertise, or exploring leadership capabilities, our learning resources empower associates to thrive



and contribute at their best. Associates also receive periodic training relating to our Code of Conduct and our other codes and policies.

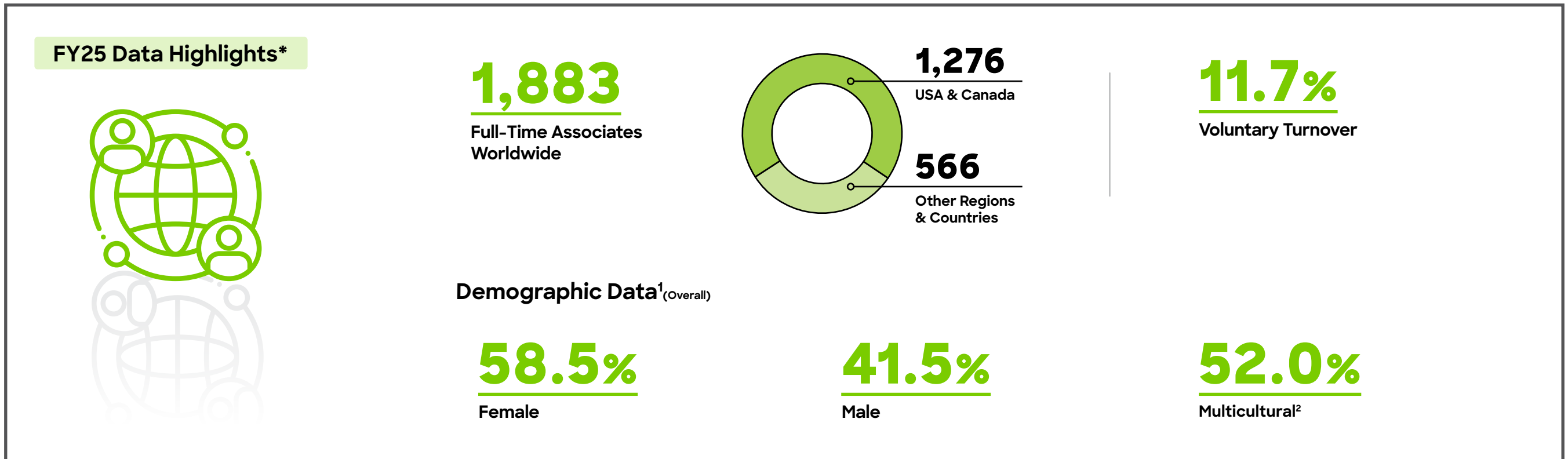
Our corporate environment encourages collaborative working and open communication between management and associates. We have a performance evaluation and feedback program utilizing data analytics for all our associates and encourage career planning at all levels of the organization.

Our people and communities (continued)

INCLUSION

At Helen of Troy, we are on a mission to foster a winning culture and build a workforce as diverse as our brands. We believe that an inclusive workforce is essential to fostering innovation, driving growth, and meeting the evolving needs of global consumers. By valuing and celebrating the unique perspectives of our associates, we strengthen our ability to develop products that resonate with diverse markets, enhance our global competitiveness and align with consumer demand. This gives us a competitive edge in attracting and retaining top talent and fostering an environment where associates feel empowered to contribute their best.

Through the years we have strengthened our inclusion work by formally recognizing the importance of inclusion in several foundational documents, our corporate identity statement, and our culture work. We are advancing initiatives to foster inclusion. Those initiatives include: leadership coaching and training to build awareness and sponsorship, recruitment actions, associate learning programs to develop skills, Associate Resource Groups, ongoing dialogue sessions with our associates, and charitable donations to non-profit organizations whose missions and values align with our culture.



*Data does not include Olive & June as they are not fully integrated into our operations. Additional information on Board composition is available in our Proxy Statement and on our [website](#).

➔ [Our U.S. Equal Employment Opportunity \(EEO\)-1 is available on our website.³](#)

Our people and communities (continued)

We believe inclusivity is our differentiator because an inclusive workforce is critical to driving innovation and creativity. We prioritize hiring practices that attract top talent, providing equal opportunities for all. Using associate input and other key human capital data, we seek to adapt our approach and actions to continue to advance this work. Our Board and leadership team exemplify the power of representation, shaping decisions that align with the expectations of our global community.

Helen of Troy’s Associate Resource Groups (“ARGs”) play a vital role in fostering inclusion, allyship, and engagement across the Company. These groups create

spaces for associates to connect, share experiences, and champion initiatives that advance diversity and inclusion in the workplace. In fiscal 2025, we were thrilled to introduce two new ARGs to the Company – EmpowHER HELE (women and allies) and HELE Black (African American and allies) – to further advance our focus on attracting and retaining top talent from every background. ARGs also hosted over 10 impactful events highlighting and educating on the unique lived experiences of associates.

FY25 Management

Director level & above



Demographic Data

41.2%

Female

54.9%

Male

28.0%

Multicultural

Our people and communities (continued)

EXCEPTIONAL PEOPLE

At Helen of Troy, we are proudly powered by our exceptional people, who feel and act like passionate owners. In fiscal 2025, we introduced the Exceptional People Awards designed to celebrate and recognize individuals and teams who exemplify the core pillars of our Elevate for Growth strategy.

The revamped awards program highlighted the 4As success drivers – Accountability, Agility, Accelerate Growth, and Take Action. The experience and skills of our associates contribute to outstanding businesses and create best-in-class capabilities in every corner of the Company.



Our people and communities (continued)

Helen of Troy is strengthened by the unique experiences of our associates in Texas, New York, China, Switzerland, and beyond. We embrace our differences and continuously look to reach higher and soar, together. That’s why our sense of community is second to none. In addition to our offices and distribution centers, we have many associates working remotely full-time in countries across North America, South America, Europe, and Asia.

Our Global Footprint

 Office
 Distribution Center
 Satellite Office
 APO Operations



Our people and communities (continued)

GIVING BACK

Our commitment to inclusion extends into the communities where we live and work. Whether through increasing access to parks, providing cleaner water, or empowering underserved communities, our associates work together to help inclusion is not just an internal value but a driving force behind our community impact.

The Company encourages a culture of giving by providing associates with two paid community service days annually to volunteer with organizations of their choice, fostering a spirit of community engagement and social responsibility among associates. In general, we provide donations of cash, products, or discounts to selected charities and organizations, especially in our local communities or as part of the overall charitable efforts of specific Helen of Troy brands. Our corporate citizenship approach is focused on supporting (1) charities that serve the local communities in which we live and operate; (2) causes where our brands' products can provide a solution to a community need; and (3) corporate goals on inclusion.

Several of our brands have community programs addressing environmental and social issues linking to their brand purpose such as:



Hydro Flask's Parks for All Program - supporting non-profit organizations focused on building, maintaining, restoring, and improving equitable access to parks;



OXO's 1% for the Planet giving commitment - donating 1% of annual sales to a selected group of non-profits championing environmental causes; and



PUR's PUR Community - designed to help American municipalities experiencing water quality issues with immediate and cost-effective point-of-use filtration solutions.

Our people and communities (continued)

We continued our commitment to fostering a culture of community giving with the fourth year of our Community Ambassadors Program. This program is structured to rally and inspire our fellow associates into participating in community volunteer campaigns that were organized either by the Company or by the associates themselves. Globally, associates used 8,057 hours of volunteer time in fiscal 2025 - the equivalent of 335 days.

For the first time, we partnered with We Make Change, an organization that hosts remote volunteer opportunities designed to help teams connect, build skills, and make tangible change by supporting startups across the country. Associates volunteered for 189 hours across three different Change Days supporting 12 impact startups in fiscal 2025.

FY25 Data Highlights

\$2,504,437.10

in charitable donations, including community investment activities

\$354,180.00

to trade associations⁴

8,057

volunteer hours⁵

\$0

on campaign and political contributions as aligned with our Code of Conduct⁶

Embed

Our Approach



GOVERNANCE

We uphold rigorous corporate governance standards that support transparency, ethical business practices, and long-term value creation for our stakeholders, including associates, consumers, customers, shareholders, and communities. As we execute our Elevate for Growth Strategy, we seek to drive organic sales growth, expand margins and deploy capital strategically, with sustainability initiatives supporting these objectives critical to our operations and market success. This focus enhances our ability to adapt to evolving consumer expectations, mitigate risks and position us as a responsible global market participant.

Our Board of Directors, through the Corporate Governance Committee, oversees sustainability-related matters and their implementation (including environmental, climate change and human rights). Our Vice President of Regulatory, Sustainability, and Governance leads these initiatives to implement a strategic plan aligned with globally recognized frameworks, including the Sustainability Accounting Standards Board (“SASB”), Task Force on Climate-related Financial Disclosures (“TCFD”), and Global Reporting Initiative (“GRI”).

Our approach to product design and development prioritizes meeting growing consumer demand for products that are safer, durable, and responsibly made. We focus on innovation that incorporates principles of environmental stewardship, such as circularity, recyclability, and reducing packaging waste, ensuring alignment with consumer values and building trust in our brands. Additionally, we conduct comprehensive supply chain audits to ensure compliance with ethical labor practices and responsible sourcing, reinforcing our reputation for quality and integrity.

As part of our sustainability strategy, we report climate-related data to the Carbon Disclosure Project in alignment with TCFD guidelines, implement responsible climate policies and advance science-based emissions reduction targets. These actions position us to address regulatory requirements and investor expectations while mitigating climate-related risks and helping to ensure long-term business viability.

Our 2025 Sustainability Report marks the fifth publication, summarizing our strategy and highlighting progress in environmental stewardship and human capital development. These disclosures align with our commitment to transparency and responsible business practices. Information in our Sustainability Report is not part of the Annual Report or any other report we file with, or furnish to, the Securities and Exchange Commission (“SEC”), except as expressly set forth by specific reference in such a filing.



Additional information on Board composition is available in our Proxy Statement and on our [website](#).

Our Approach (continued)

ETHICAL STANDARDS AND FAIR OPERATING PRACTICES

In addition to our expectation that our Company, associates, suppliers, and partners globally comply with relevant and applicable legal and professional requirements and regulations, our [Code of Conduct](#) sets forth our ethical expectations towards all those who conduct business on behalf of Helen of Troy. Our [Code of Conduct](#) is available in multiple languages including English, Spanish, and Chinese, and was developed through a collaborative effort by different departments and approved by our CEO.

Our [Code of Conduct](#) pertains to Helen of Troy suppliers, associates, executive officers, and Board members, regardless of seniority or location. By setting forth the standards we are expected to uphold, with training mandated and digital acknowledgment required from our associates, our [Code of Conduct](#) serves as a pledge we make to our stakeholders and each other. We are committed to act with integrity – not only because it contributes to our success, but also because it is the right way to achieve success. We also published additional guidelines related to expected ethical behaviors, including our [Sustainability Guiding Principles](#) and our [Supplier Code of Conduct](#). Both

specify our commitment and policy on human rights, occupational health and safety, and environmental responsibility and protection. We believe that our people should be able to raise concerns when the need arises. Regardless of how they choose to raise a question or concern, whether through our Helen of Troy Hotline or other avenues, we take all reports seriously, handle them confidentially, and without retaliation for raising an issue in good faith. These communication options are proactively communicated to associates, with structures in place to process these reports. The Audit Committee of our Board of Directors oversees the reporting of any perceived non-compliances of the [Code of Conduct](#).

RISK AND OPPORTUNITIES

As we manage our business and organization for the long-term, our management is responsible for the ongoing assessment and mitigation of the risks we face. The Board oversees management’s policies and procedures in addressing these and other risks. Additionally, each of the Board’s four committees (Audit Committee, Compensation Committee, Nominating Committee, and Corporate Governance

Committee) monitor and report to the Board on the risks that fall within the scope of such committee’s area of oversight responsibility. For example, the Corporate Governance Committee directly oversees risk management regarding corporate governance and specific sustainability-related risks, including climate change, inclusion, human capital, and environmental and natural capital management.

Management identifies risks, designates associated “risk owners” within the organization and receives appropriate reports from the various risk owners as conditions change. Management works with the respective Board committees to communicate risk factors to the Board and to enable the Board to understand our risk identification, risk management and risk mitigation measures relating to strategic matters.

Our Approach (continued)

Additional review or reporting of risks is conducted by management as needed or when requested by the Board or a committee.

On sustainability matters, we recognize the importance of environmental and social factors on our business, including the risks that climate change poses to our operations and the importance of inclusion to our stated strategic goal to foster a winning culture.

Our operations are subject to national, state, local, and provincial jurisdictions' environmental, health and safety laws and regulations and industry-specific product certifications. Many of the products we sell are subject to product safety laws and regulations in various jurisdictions. These laws and regulations specify the maximum allowable levels of certain materials that may be contained in our products, provide statutory prohibitions against misbranded and adulterated products, establish ingredients and manufacturing procedures for certain products, specify product safety testing requirements, and set product identification, labeling and claim requirements. For example, some of our Beauty & Wellness segment's customers require that our hair appliances comply with various safety certifications, including UL certifications. Similarly, thermometers distributed by our Beauty & Wellness segment must comply with various

regulations governing the production and distribution of medical devices. Additionally, some of our product lines are subject to product identification, labeling and claim requirements, which are monitored and enforced by regulatory agencies, such as the U.S. Environmental Protection Agency (the "EPA"), U.S. Customs and Border Protection, the U.S. Food and Drug Administration, and the U.S. Consumer Product Safety Commission. For more information, refer to our Annual Report.

An emerging trend with governmental and non-governmental organizations, consumers, shareholders, retail customers, communities, and other stakeholders is increased focus and expectations on sustainability matters. These trends have led to, among other things, increased public and private social accountability reporting requirements relating to labor practices, climate change, human trafficking and other sustainability matters and greater demands on our packaging and products. In our product space, some requirements have already been mandated, and we believe others may become required in the future. Examples of current requirements include conflict minerals content reporting, customer reporting of foreign fair labor practices in connection with our supply chain vendors, and evaluating the risks of human trafficking and slavery.



We believe that we are in material compliance with these laws, regulations and other reporting requirements. Due to the nature of our operations and the frequently changing nature of compliance and social reporting standards and technology, we cannot predict with any certainty what future material capital or operating expenditures, if any, will be required in order to comply with applicable laws, regulations and other reporting mandates. Further, any failure to achieve our sustainability goals or a perception of our failure to act responsibly or to effectively respond to new, or changes in, legal or regulatory requirements relating to sustainability concerns could adversely affect our business, financial condition, results of operations and reputation.

Our Approach (continued)

STAKEHOLDER AND COMMUNITY ENGAGEMENT

We seek to maintain best-in-class level of corporate governance on behalf of our stakeholders, including our consumers, shareholders, customers, associates, and communities. We also recognize the importance of environmental and social factors related to how we operate our business. We identified these stakeholders as critical to the successful delivery of our business strategy. Table 1 below summarizes how we engage with the community and our stakeholders and the type and frequency of engagements:

Table 1. Summary of Stakeholder Engagement Activity in fiscal 2025

Stakeholder Group	Purpose	Type and Frequency of Engagement*
Consumers: our product end-users	Earn consumers' votes	<ul style="list-style-type: none"> · Ongoing monitoring of market share, sales, ratings and reviews, formal interaction through our after-sale service lines (examples: phone, email, websites) around the world, social listening · Pre-market and after-market product testing · Relevant consumer market research surveys which assess attitude and usage, qualitative, sustainability preferences, and package research
Shareholders: our owners and investors	Deliver exceptional shareholder returns	<ul style="list-style-type: none"> · Our shareholder outreach and engagement program is multifaceted and is designed to facilitate proactive engagement with shareholders throughout the year, including through quarterly earnings conference calls, post-earnings communications, investor conferences and meetings. For more information, see our Proxy Statement
Customers: our retail partners	Be a partner of choice	<ul style="list-style-type: none"> · Ongoing and annual meetings with global retail customers, wholesalers, and distributors at multiple levels, including buyers and senior management · Ongoing outreach and reviews on licensor brand goals
Associates: our employees	Be an employer of choice	<ul style="list-style-type: none"> · Continuation of ARGs to foster an inclusive and supportive workplace that celebrate the unique and lived experiences of Helen of Troy associates · Ongoing activities throughout the year include: training through our Learning Hub, informal on-the-job training, annual performance assessments, town hall meetings conducted by our CEO and various members of our Global Leadership Team, listening sessions, lunch and learns, conferences, and holiday parties/celebrations
Communities: our local communities where we live and work	Be a respected supporter and member of our communities	<ul style="list-style-type: none"> · Ongoing throughout the year: employee recruiting, volunteering through multiple volunteer time off days, product donations, financial support, and strategic partnerships

*Note: these engagements happen throughout the fiscal year, including in fiscal 2025, unless otherwise indicated

In general, the key sustainability topics raised by our stakeholders were related to the continued strengthening of our overall sustainability practices. In sustainability, this included improvements on sustainability initiatives in relation to our products and packaging, as well as further strengthening our supply chain practices and engagement.

Our Approach (continued)

SUSTAINABILITY PRIORITY ASSESSMENT

Building on the earlier grassroots efforts and initial work to formalize a consolidated sustainability approach in recent fiscal years, we completed our regular sustainability prioritization process in fiscal 2024 and believe that it is still applicable for fiscal 2025.

This assessment, which is the basis of our Sustainability Strategy and topics covered in this Sustainability Report, included several internal interviews to identify and prioritize sustainability topics, considering both the needs of the business and of our key stakeholders. Table 2 highlights the key topics identified in our priority assessment. We intend to update this assessment on a regular basis, as needed and when appropriate.

Table 2. Sustainability Prioritization Table

Sustainability Priority Topics*	Where do the impacts primarily occur?		
	Design/Operations	Supply Chain	Consumers
Chemical Management	✓	✓	✓
Climate Risk & Resilience	✓	✓	✓
Data Security	✓	✓	✓
Inclusion	✓	✓	✓
Packaging	✓	✓	✓
Product Impacts	✓		✓
Product Quality & Safety	✓	✓	✓
Responsible Sourcing of Raw Materials	✓	✓	
Supplier Engagement		✓	
Talent Recruitment & Retention	✓		

*in alphabetical order

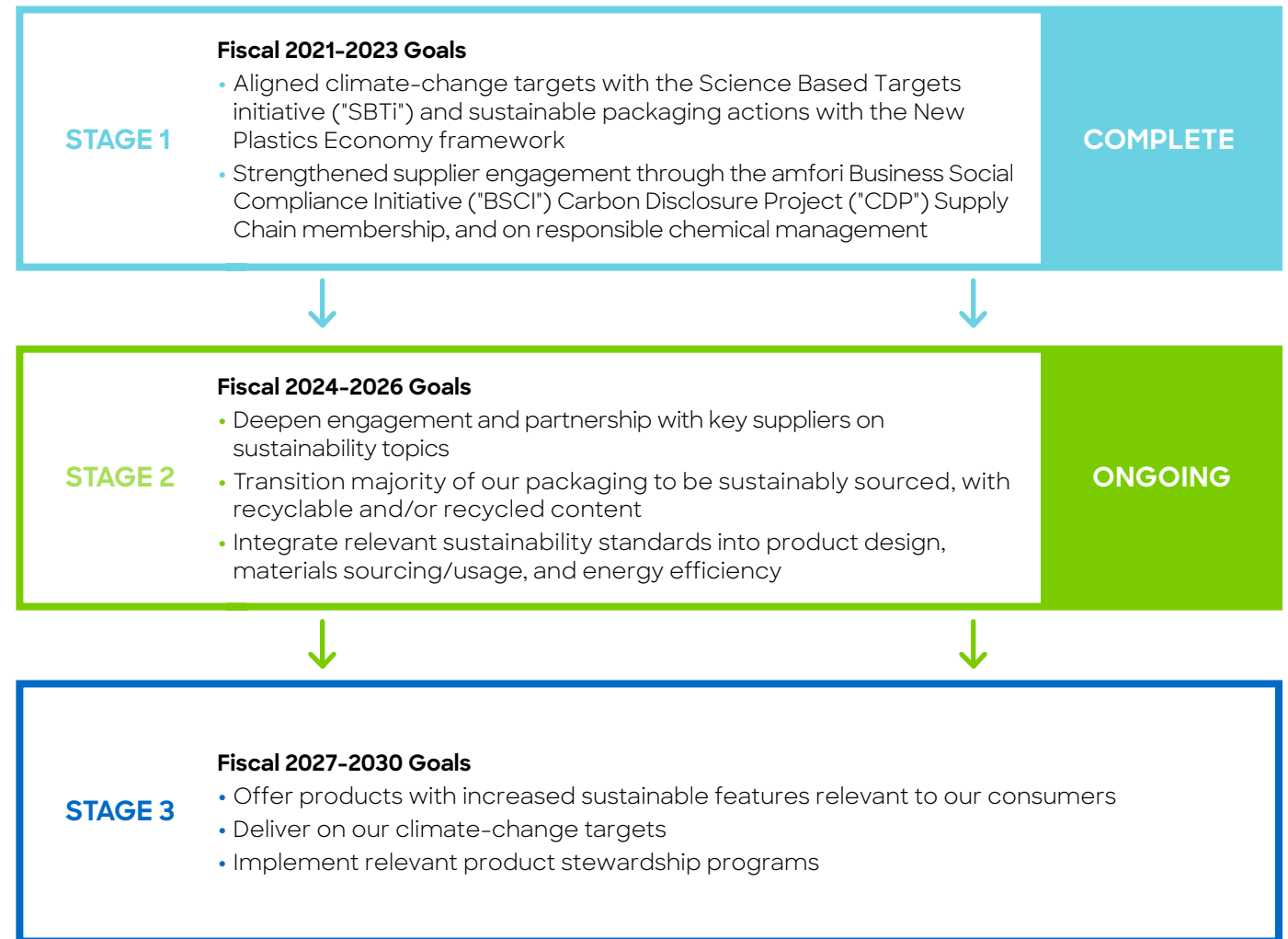
Our Approach (continued)

SUSTAINABILITY STRATEGY



Recognizing both the challenges and opportunities of integrating sustainability across our business, we developed a three-stage plan to align our 2030 sustainability goals with our broader strategy.

Our approach is designed to ensure we meet evolving consumer expectations while proactively addressing global regulatory changes, including new standards on packaging, product lifecycles, and sustainability disclosures. By embedding sustainability into our operations—from responsible sourcing and product design to supply chain transparency and environmental impact management we are building resilience, fostering trust, and delivering value to our consumers and other key stakeholders.



With the completion of our Stage 1 goals in fiscal 2023, we continued to cascade Stage 2 of this strategy through the relevant areas of the Company in fiscal 2025. Moving forward, we will continue to implement management approaches designed to reach these goals and respond to inquiries from stakeholders on key sustainability topics. We plan to provide updates in the future through our [website](#), as our implementation progresses.

Our Approach (continued)

CONSUMER HEALTH AND SAFETY Approach

We integrate customer health and safety considerations throughout our product lifecycle, from design to post-market monitoring. Our approach includes:



Conducting comprehensive risk assessments at the product design stage, consolidating product requirements related to electrical safety, chemical/material compliance, and durability.



Implementing rigorous testing and validation processes during manufacturing, including final residual risk assessments before market release.



Adhering to industry standards such as ISO 14971 for medical devices and conducting material tests for bisphenol-A (BPA), heavy metals, among many others, and other safety concerns through internal and third-party laboratories.



Employing segment-specific safety practices, such as battery compliance and electromagnetic compatibility testing for electrical products, and cycle/drop testing for durability.

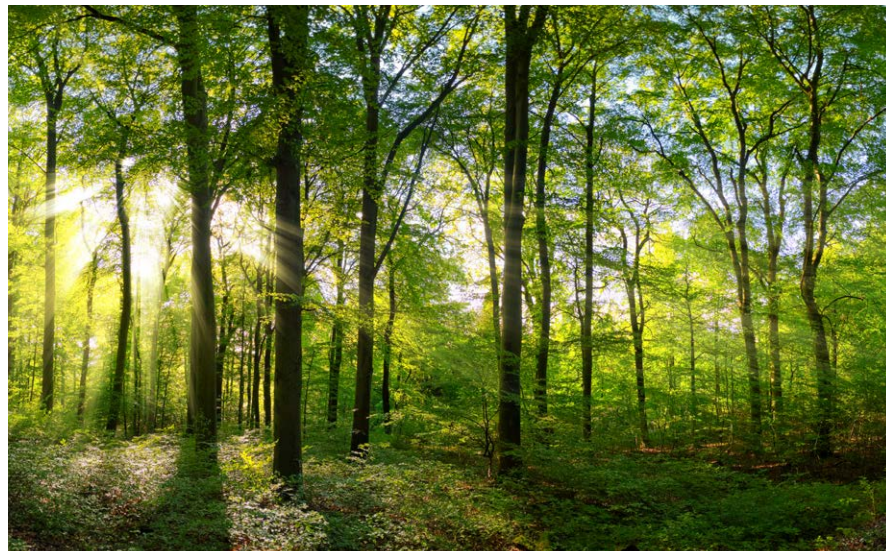
Our Approach (continued)

MARKETING AND LABELLING
Approach

Our product labelling and marketing communications intend to be clear, accurate, and compliant with applicable standards. Labels include sourcing information, safe usage instructions, and disposal options where relevant.

CONSUMER PRIVACY
Approach

Our information security framework is implemented through periodic vulnerability assessments, third-party audits, employee training, and Board-level oversight. We seek to maintain appropriate insurance coverage to mitigate potential data risks.



ENVIRONMENTAL MANAGEMENT
Approach

We seek to minimize our impact on the environment, and in general, intend to manage our environmental impacts where possible and as appropriate. Our sustainability principles outline our overall commitment and policies related to environmental protection and responsibility.

With climate change recognized as an urgent global challenge, we aim to play our part with our sustainability commitments, including the mitigation of climate and water risks, reduction of hazardous and non-hazardous waste, increase of product and supply chain energy efficiency, decrease of energy usage from non-renewable sources, the design of products with Design for Environment principles in mind, reduction of the lifecycle impact of packaging, and improvement of efficient fleet fuel usage.

We are implementing a system intended to help minimize the negative impact of our practices on the environment, both in our direct operations and with our suppliers. With more than 90% of the energy, water, and waste related to our products occurring through our

suppliers and in our products, our environmental efforts are especially focused on working with our suppliers during the design and development phase. We strive to collaborate with our suppliers to reduce excessive packaging, to use recycled/recyclable and low impact materials, and to become resource efficient. For fiscal 2025, we continued to implement several initiatives related to increasing recyclability and reducing single use plastic in our packaging. These efforts are aligned with (1) our participation in the New Plastics Economy/ Global Commitment of the Ellen MacArthur Foundation, a cross-sectoral and international effort to address plastic waste and pollution, and (2) our corporate membership with How2Recycle^{®7}, a standardized labeling system that communicates recycling actions for packaging to consumers in North America.

We also continued to work with several key suppliers to improve their energy and carbon efficiency during the manufacturing process.

Our goal is to design products that are intended to be energy and resource efficient, aligning with standards such as Energy Star if applicable, and, where possible, using environmentally friendly or less harmful materials.

Our Approach (continued)

Within our own facilities, we intend to implement sustainable design and operating practices where relevant and applicable, for example:

✓ Our Gallaway, Tennessee distribution center, which became operational in fiscal 2024, features technology automation and scalable direct-to-consumer capability. This technology helps reduce the associated environmental impacts by using automated technology to optimize shipment packaging and driving material reductions, and by right-sizing packaging for individual orders, with the aim to reduce carbon emissions and waste. Our right-sized packaging can also be used for returns, which is perfect for retailers and direct-to-consumer orders, further reducing the use of unnecessary materials. This distribution center was awarded LEED® Silver certification. LEED (Leadership in Energy and Environmental Design), developed by the U.S. Green Building Council® (“USGBC”)®, is the most widely used green building rating system in the world and an international symbol of sustainability excellence, according to the USGBC.

- ✓ Osprey installed and is utilizing its 32.8kWp rooftop solar system in our Vietnam office.
- ✓ We purchased renewable energy certificates for some of our properties such as our Gallaway, Tennessee distribution center and our facilities in Colorado.
- ✓ We implemented relevant waste management programs in our operations, including recycling metal, paper fiber, electronics, and other miscellaneous waste in our distribution centers.
- ✓ Since March 2023, Hydro Flask continued to implement a water bottle trade-in program in the United States. This Trade-In program provides consumers in the United States with the option to return old, or nonfunctioning Hydro Flask bottles, tumblers and stainless steel products in exchange for redeemable store credit to be used exclusively on our Hydro Flask website: www.hydroflask.com.
- ✓ We participated in several waste recycling efforts, including those legally mandated in Canada, the United Kingdom, and the EU, and are assessing a potential expansion of our recycling efforts outside these regulated markets.

We take proactive steps to comply with evolving global regulations while maintaining our competitive edge and strengthening long-term business resilience in an increasingly dynamic operating environment. To support these objectives, we are implementing a system to minimize the environmental impact of our operations and continue working on initiatives to reduce emissions across our supply chain and product use. As part of these efforts, Helen of Troy has been a member of the We Mean Business coalition since 2021, a global network of organizations and businesses committed to accelerating the transition to a zero-carbon economy. This partnership enables us to prepare for evolving climate regulations and access industry-leading insights. Through this coalition, we have committed to:

- Report climate-related data in line with the TCFD guidelines and disclose climate data and measures through the CDP.
- Implement responsible climate policies that not only anticipate future regulations but also reinforce our long-term business success.
- Develop science-based targets⁹ (validated by the SBTi in October 2021), demonstrating our commitment to accountability and transparency.

Our Approach (continued)

Climate Change Emissions Data

197,573.0

metric tons CO₂e or total GHG emissions (location-based)

3,102.6

metric tons Scope 1^{10*}

6,437.6

metric tons Scope 2 (location-based)^{11*}

188,032.8

metric tons Scope 3¹²

Energy Consumption Data

472.8

thousand GJ total energy consumed:^{**}
27% within the company
73% outside of the company

4.0

Energy productivity (thousand revenue per GJ)

107,924.7

MWh total electricity consumed:
17% within company
83% outside of the company

17.7

Electricity productivity (thousand revenue per MWh, location-based)

Water Consumption Data

199,676.3

thousand gallons total water withdrawn:
5.4% within company
94.6% outside of company
0.7% of water withdrawn from High or Extremely High Baseline Water Stress Areas¹³

9.6

Water productivity (revenue per gallons of water withdrawal)

Waste Produced and Diverted

4,453.8

metric tons non-hazardous waste:

30% within company
70% outside of company
25% diverted and recycled
75% landfilled and incinerated

60.3

metric tons solid hazardous waste¹⁴

Only outside company data is available

573.5

Waste productivity (thousand revenue per metric ton of non-recycled waste)

*Scope 1 and Scope 2 (location-based and market-based) GHG emissions of the Company have been reviewed by Grant Thornton LLP. Refer to page 59 for the Report of Independent Certified Public Accountants.

Scope 2 emissions above refer to location-based emissions.

Our Scope 2 market-based emissions are 3,506.4 metric tons of CO₂e. Therefore our overall emissions referring to market-based emissions are 194,641.8 metric tons of CO₂e.

Refer to pages 53-57 for data assumptions and methodologies.

**Corrected FY2024 data due to a typo: 684.8 thousand GJ total energy consumed.

[Our Approach](#) (continued)

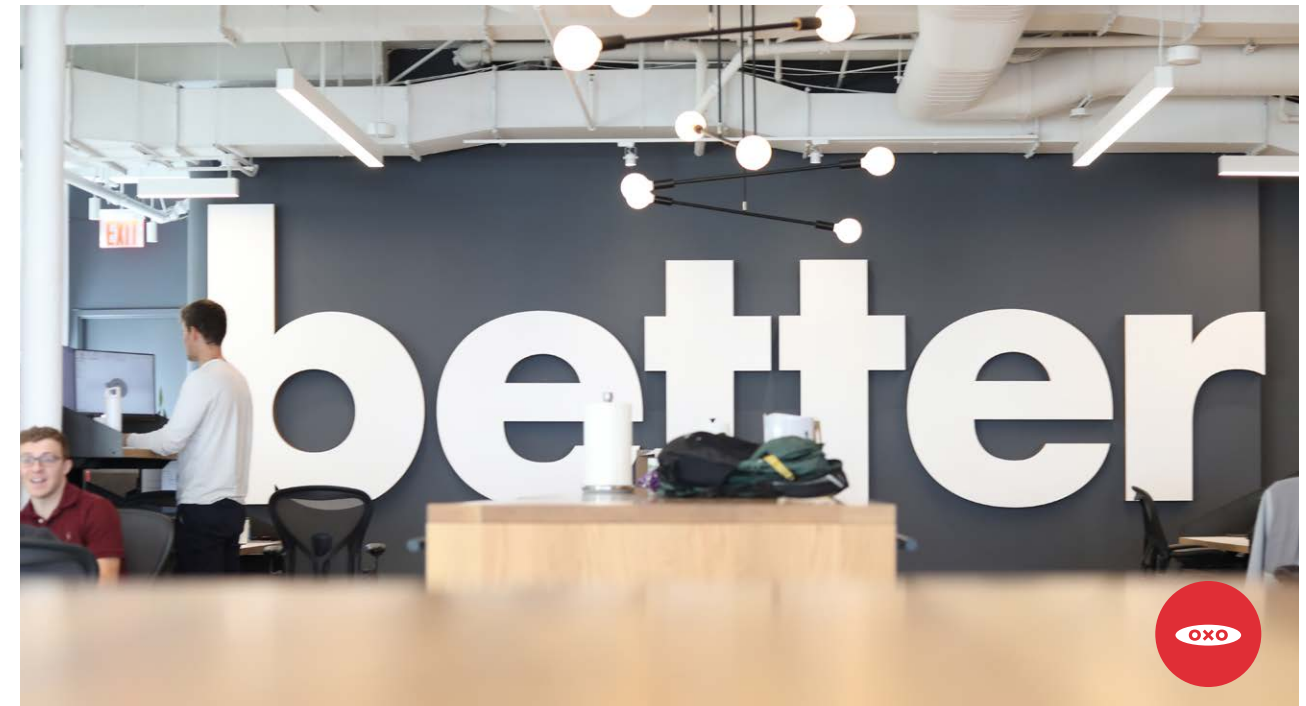
SUPPLY CHAIN MANAGEMENT Approach

We expect our suppliers to comply with local laws and regulations, and to conduct their activities, including those of their subcontractors, in line with our [Supplier Code of Conduct](#), which is available on the sustainability section of our website. Our [Supplier Code of Conduct](#) is aligned with our Sustainability Guiding Principles, which outline expected behaviors and standards that we require of ourselves, our partners, and our suppliers globally on human rights and environmental protection. We strive to include our [Supplier Code of Conduct](#) in relevant supplier contracts, where applicable.

Each of our suppliers has its own supply chain and we recognize that each level in the supply chain is responsible for ensuring compliance with applicable laws and regulations and for respecting human rights. We expect suppliers to consistently implement compliance throughout their own supply chains.

Suppliers undergo environmental, social labor and human rights compliance audits. Our suppliers are expected to designate management staff to monitor their factories, production facilities, subcontractors, vendors, and compliance. We may conduct a mix of announced or unannounced visits and/or have independent third-parties audit to help determine compliance. We expect suppliers to provide us and our designated third-party auditors with appropriate access, transparency, and documentation to enable the successful conduct of these audits.

The number of assessments/audits follows our risk-based approach and is dependent on the level of project activity awarded throughout the year and the terms of our contract with the supplier. If gaps are identified, we work with suppliers



to help them understand how to close those gaps or we may ultimately consider terminating the contract. Suppliers that are required to develop a corrective action plan may be subject to additional audits, as part of our monitoring efforts. In addition, if permitted under our contract terms, we may seek to terminate contracts with immediate effect if suppliers breach Helen of Troy’s [Supplier Code of Conduct](#).

Across our business segments, we actively engage with key suppliers to improve their environmental and social performance. This includes initiatives focused on energy efficiency, sustainability reporting, and compliance with customer-driven sustainability goals. Our company-wide supplier compliance guidelines, aligned with

Our Approach (continued)

international guidelines and/or standards such as amfori BSCI, SEDEX, and Worldly, standardize our approach and reinforce responsible sourcing expectations.

On regulatory requirements related to human trafficking and conflict minerals, we take affirmative steps to help prevent human rights violations in our operations and supply chains, including providing training and awareness (such as on human trafficking and slavery) to associates with direct responsibility for supply chain management. We are also committed to sourcing conflict minerals from

certifiable sources, for those sourced from covered countries. Our anti-human trafficking and modern slavery statement and our conflict minerals report (known as the SEC Form SD) are both available on our [website](#).

Every quarter, our supply chain teams report progress on audit compliance and discuss gaps and improvement measures with relevant teams in each of our segments. We are committed to continually improving the visibility and performance of our supply chain in the relevant sustainability areas.

Conflict Minerals Data

138

Applicable suppliers responded

27%

suppliers indicating conflict minerals were necessary to the functionality or production of our products

74%

Currently certified for these conflict minerals

86%

of smelters or refiners (SORs) had no indication of sourcing from the covered countries¹⁵

79%

certified for tin

97%

certified for tantalum

80%

certified for tungsten

64%

certified for gold

Sustainability Reporting Indices

This section outlines the data indices of the relevant Reporting Standards indicated in the *About this Report* section.

Detailed data measurements and estimations are also provided after the different reporting indices tables. We endeavored to provide relevant information where possible. We intend to improve on our sustainability disclosures, as appropriate, in future reports.

SASB

This table outlines the reporting indicators under the SASB standards: (1) Appliance Manufacturing Standard 2018, and (2) Household & Personal Products Standard 2018:

Reporting Requirement	Ref	Details	Location or Explanation
Annual production	CG-AM-000.A	Number of units produced	165,105,090
Suppliers	CG-TS-000.B; CG-HP-000.B	Number of manufacturing facilities, % outsourced	48 key Tier 1 suppliers; 100% outsourced
Product Safety	CG-AM-250a.1; CG-TS-250a.1	Number of recalls issued and total units recalled	No recalls in fiscal 2025
Product Life Cycle Assessments	CG-AM-250a.2	Discussion of process to identify and manage safety risks associated with the use of its products	Our Approach
	CG-AM-410a.3	Description of efforts to manage products' end-of-life impacts	Enhance, Our Brands and Products
Water Management	CG-AM-410a.1	% of eligible products by revenue certified to ENERGY STAR	Enhance, Our Brands and Products
	CG-HP-140a.1	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Environmental Management Approach
	CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Assessment and strategy development is ongoing.
Product Environmental, Health, and Safety Performance	CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	We comply with relevant legislation, including EU REACH.
	CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Our Approach
Packaging Lifecycle Management	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Enhance, Our Brands and Products

TCFD

Reporting Elements	Additional Explanation
Governance	
Describe the Board's oversight of climate-related risks and opportunities.	Our Board of Directors, through the Corporate Governance Committee, oversees climate change-related risks and opportunities through its own regularly scheduled meetings
Describe management's role in assessing and managing climate-related risks and opportunities.	The Vice President, Regulatory, Sustainability, and Governance coordinates with relevant senior management and functional heads on the identification, assessment, and management of climate-related risks and opportunities
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	CDP response for 2025
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CDP response for 2025
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP response for 2025

TCFD (continued)

Risk Management	
Describe the organization’s processes for identifying and assessing climate-related risks.	The Vice President, Regulatory, Sustainability, and Governance coordinates with relevant senior management and functional heads on the identification and assessment of climate-related risks. We give highest focus to the risk areas where we can have the highest impact and those that align with our business objectives. Our ongoing assessment is a specific climate-related risk management process done at least annually and currently covers direct operations, upstream and downstream and short-term, medium-term, and long-term horizons ¹⁶ . We are currently assessing these broad categories of climate-related risk as identified under TCFD: regulation (current/emerging), technology, legal, market, reputation, physical (acute/chronic), and transition.
Describe the organization’s processes for managing climate-related risks.	Results from the ongoing assessment are shared with relevant senior management and the Board through the Corporate Governance Committee. Management measures will be identified and discussed as appropriate. Our business segments undertake their own specific supplier engagement, such as working closely with key suppliers with the goal of improving their environmental impacts. These include focus on supplier energy efficiency and reporting on energy and climate change as part of our goals with our key customer(s).
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Results from the ongoing assessment are shared with relevant senior management and the Board through the Corporate Governance Committee. Mitigation measures are developed and implemented by the Vice President, Regulatory, Sustainability, and Governance with the subject matter experts in the relevant functions within the Company.
Metrics and Targets	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Assessment and development ongoing in accordance with the TCFD. Metrics include baseline water stress and water use, energy use, and waste management.
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	Emissions intensity: metric ton CO ₂ e/per million revenue Scope 1 & 2 - location based: 5.0 Scope 1 & 2 - market based: 3.5 Scope 3: 98.6
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate change targets approved in accordance with the Science Based Targets initiative. Refer to endnote 9.

GRI CONTENT INDEX

Statement of Use	Helen of Troy has reported in reference to the GRI Standards for the period from March 1, 2024 to February 28, 2025	
GRI 1 Used	GRI 1: Foundation 2021	
GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Who We Are
	2-2 Entities included in the organization’s sustainability reporting	About this Report
	2-3 Reporting period, frequency and contact point	About this Report
	2-4 Restatements of information	None
	2-5 External assurance	Page 59
	2-6 Activities, value chain and other business relationships	Supply Chain Management Approach
	2-7 Employees	Engage, Our People and Communities
	2-8 Workers who are not employees	Supply Chain Management Approach
	2-9 Governance structure and composition	Proxy statement
	2-10 Nomination and selection of the highest governance body	
	2-11 Chair of the highest governance body	
	2-12 Role of the highest governance body in overseeing the management of impacts	
	2-13 Delegation of responsibility for managing impacts	

GRI content index (continued)

GRI Standard	Disclosure	Location
	2-14 Role of the highest governance body in sustainability reporting	About this Report
	2-15 Conflicts of interest	None
	2-16 Communication of critical concerns	Our Approach
	2-17 Collective knowledge of the highest governance body	Proxy Statement
	2-18 Evaluation of the performance of the highest governance body	
	2-19 Remuneration policies	
	2-20 Process to determine remuneration	
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	Our Approach
	2-23 Policy commitments	Our Approach
	2-24 Embedding policy commitments	Refer to the relevant Report sections for discussions on policy commitments
	2-25 Processes to remediate negative impacts	Refer to the relevant Report sections for discussions on remediating some of the negative impacts
	2-26 Mechanisms for seeking advice and raising concerns	Our Approach
	2-27 Compliance with laws and regulations	Our Approach

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 (continued)	2-28 Membership associations	Major memberships include: Association of Home Appliance Manufacturers; Outdoor Industry Association; Professional Beauty Association; Water Quality Association. As part of Home & Outdoor’s membership in the Outdoor Industry Association (OIA), Hydro Flask, Osprey, and OXO are also members of the OIA’s Climate Action Corps. They work with companies across the outdoor industry to address climate change and measure, plan, reduce, and share their progress.
	2-29 Approach to stakeholder engagement	Our Approach
	2-30 Collective bargaining agreements	Annual Report
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Approach
	3-2 List of material topics	Our Approach
	3-3 Management of material topics	Refer to the relevant Report sections for discussions on management of material topics
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report
	201-2 Financial implications and other risks and opportunities due to climate change	TCFD
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report
	201-4 Financial assistance received from government	Not applicable
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	All of our Global Leadership Team are nationals or permanent residents (as defined by GRI) in the countries or relevant regions in which they are currently based.

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not applicable
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Not applicable due to the global nature of our operations
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	Our Approach
	205-2 Communication and training about anticorruption policies and procedures	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
GRI 207: Tax 2019	207-1 Approach to tax	Annual Report
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
	207-4 Country-by-country reporting	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Information not readily available. Assessing how to properly report in future
	301-2 Recycled input materials used	Enhance, Our Brands and Products
	301-3 Reclaimed products and their packaging materials	Information not readily available. Assessing how to properly report in future

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> • Consumed energy from the grid: 7.6% • Source of aggregated energy consumption: 87.4% is from non-renewable sources and location-based. • 12.6% is from renewable sources and market-based method • Source of electrical power: 54.5% from non-renewable sources and for location-based method. • 45.5% is renewable and market-based method • Fleet fuel consumption (within company): 2132.8 gallons
	302-2 Energy consumption outside of the organization	<ul style="list-style-type: none"> • Consumed energy from the grid: 26.2% • Source of aggregated energy consumption: 98.0% is from non-renewable sources and location-based • 2% is from renewable sources and market-based method • Source of electrical power: 98.0% is from non-renewable sources and location-based • 2% is from renewable sources and market-based method
	302-3 Energy intensity	Environmental Management Approach
	302-4 Reduction of energy consumption	
	302-5 Reductions in energy requirements of products and services	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Management Approach
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
	304-2 Significant impacts of activities, products and services on biodiversity	
	304-3 Habitats protected or restored	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Management Approach
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	Target: Helen of Troy commits to reduce absolute Scope 1 GHG emissions by 46.2% by fiscal 2030 from a fiscal 2020 base year, Scope 2 GHG emissions by 46.2% by fiscal 2030 from a fiscal 2020 base year. Helen of Troy also commits to reduce absolute Scope 3 GHG emissions 42% by fiscal 2030 from a fiscal 2021 base year. These targets were approved in October 2021 by the SBTi. We report progress to our targets in our yearly CDP response: Scope 1 and 2: +92% target achieved relative to base year based on market based emissions; Scope 3: -7% target achieved relative to base year. Note on fleet fuel targets: Not applicable Helen of Troy operates a small supply of leased fleet vehicles. Primary data (mileage or emissions) was provided for all vehicles and where applicable, was converted based on miles per gallon from www.fueleconomy.gov
	305-4 GHG emissions intensity	TCFD table
	305-5 Reduction of GHG emissions	Environmental Management Approach
	305-6 Emissions of ozone-depleting substances (ODS)	Information not readily available. Assessing how to properly report in future
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	De minimis NOx, SOx; VOC; PM and HAP; therefore this is not applicable

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Under our production waste management program, we work with our key suppliers to implement waste management efforts during production. As part of our Worldly Facility Module program, we monitor and report on the waste management programs of these suppliers
	306-2 Management of significant waste-related impacts	In March 2023, Hydro Flask launched a water bottle trade-in program in the United States.
	306-3 Waste generated	Environmental Management Approach
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management Approach
	308-2 Negative environmental impacts in the supply chain and actions taken	As written in our Supplier Code of Conduct , “Environmental Responsibility: We work toward minimizing our impact on the environment, including mitigating, and adapting to climate change, and require that our suppliers do the same. Our suppliers must comply with applicable environmental protection laws, must maintain a written environmental policy, and must implement a system to minimize or eliminate negative impacts of its practices on the environment. We work with our suppliers to reduce excessive packaging and to use recycled and low-impact materials, with the goal of ongoing investigation and iterative improvement.”
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Hires: <ul style="list-style-type: none"> • 60.9% Female, 39.1% Male • By region: 74% US & Canada; 10% Asia Pacific; 15% EMEA; 0% Latin America • By age: 13.9% >50 years old; 49.3% 30-50 years old; 36.8% <30 years old
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Since over 90% of our staff are full-time associates, this is de minimis.
	401-3 Parental leave	Our enhanced leave programs include Paid Parental Leave, Sabbatical and Medical Leave
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Due to the differing nature of our business segments, we provide varying notice periods depending on the nature of the role and operation

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Guiding Principles Related to our suppliers, as written in our <u>Supplier Code of Conduct</u> : "Mandating Health and Safety: We mandate a safe and healthy work environment and require that our supplier partners do the same. Our suppliers must provide safe work environments, complying with applicable laws and regulations regarding working conditions, including any housing and cafeteria requirements, and must provide a safe and healthy working environment to avoid work-related injuries and illnesses and promote the general health of employees
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Guiding Principles
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	In fiscal 2025, 282 safety training-related hours were completed at our distribution centers in Mississippi and Tennessee.
	403-6 Promotion of worker health	We offer well-being and wellness programs globally, including an employee assistance program to support associates and we offer a hybrid flexible work approach.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	We mandate a safe and healthy work environment and require that our supplier partners do the same.
	403-8 Workers covered by an occupational health and safety management system	We assign a safety officer for each of our work locations, where applicable.
	403-9 Work-related injuries	Enhance, Our Brands and Products
	403-10 Work-related ill health	Enhance, Our Brands and Products
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2,470 courses completed, 9,338.5 total learning hours invested 282.5 hours operational warehouse training
	404-2 Programs for upgrading employee skills and transition assistance programs	Career Transition Services are offered to support employees transitioning outside of the company and connect them to their next opportunity. Assistance includes access to job openings, resume support, career coaching, and personalized assessments.
	404-3 Percentage of employees receiving regular performance and career development reviews	100%

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Number of part-time associates: 22 Overall detailed generation breakdown: 24.25%: >50 years old; 62.45%: 30-50 years old; 13.3%: < 30 years old
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our policy is global and aligned to applicable regulations. As stated in our Supplier Code of Conduct , we expect suppliers to respect internationally recognized human rights and to align with the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Standards. We strive to include our Supplier Code of Conduct in relevant supplier contracts, where applicable. In addition, if permitted under our contract terms, we may seek to terminate contracts with immediate effect if suppliers breach, or we suspect they are in breach, of Helen of Troy's Supplier Code of Conduct .
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Refer to 407-1
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not applicable. Similar to our supplier expectations, should we ever engage private security forces we expect that they will respect human rights.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Engage, Our People and Communities
	413-2 Operations with significant actual and potential negative impacts on local communities	None

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Our Approach
	414-2 Negative social impacts in the supply chain and actions taken	Refer to 407-1
GRI 415: Public Policy 2016	415-1 Political contributions	None
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	De minimis
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	De minimis
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Our Approach
	417-2 Incidents of non-compliance concerning product and service information and labeling	10-K
	417-3 Incidents of non-compliance concerning marketing communications	Our Approach
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	De minimis

DATA METHODOLOGIES AND ASSUMPTIONS

Reporting Principles

In developing this Report, we endeavored to implement the following reporting principles:

Reporting principles	Implementation details / Location
Strategic focus and future orientation Connectivity of information	Our Approach
Stakeholder relationships	Our Approach
Materiality Assessment	Our Approach
Reliability, accuracy, and completeness Balance Clarity	Provided scope, definitions, data assumptions and methodologies
Consistency and comparability	Provided similar data timeframes as our financial year period, where this was not possible provided additional information on time scope, assumptions and methodologies used.
Timeliness	Published this Report within six months from the end of the fiscal year

Data Methodologies and Assumptions (continued)

Climate Change Emissions Data

All greenhouse gas data reporting follows the GHG Protocol, developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD).

The following notes disclose methodologies used as well as assumptions and estimations applied when primary data was not wholly or was only partially available.

The reporting period follows Helen of Troy’s fiscal year (March 1, 2024 – February 28, 2025) unless otherwise noted. Overall, our approach to our climate change emissions data was to utilize data from invoices or similar documentation, when this was not available, we estimated data as outlined in the table below.

<p>Scope 1</p>	<p>Includes natural gas usage in our direct operations, including offices and owned warehouses as well as mobile fuel combustion from leased fleet vehicles. EPA and International Energy Agency (“IEA”) emission factors used. International Building energy use intensity (“EUI”) averages used to estimate natural gas volumes where the use of natural gas is known but primary usage data is unavailable. Leased fleet vehicles were calculated based on primary mileage data and average miles per gallon (“MPG”) per vehicle make/model. This number is independent of any GHG trades such as sales, purchases, transfers, or banking of allowances.</p>
<p>Scope 2</p>	<p>Includes electricity usage in our direct operations, including offices and owned warehouses. EPA and IEA emission factors used to produce location-based data. International Building EUI averages used to estimate where primary data was unavailable.</p>
<p>Scope 3</p>	<p>At this time, Scope 3 accounting is limited to:</p> <ul style="list-style-type: none"> C3.1 Purchased Goods and Services for contract factory energy used in the production of Helen of Troy products C2.3 Capital Goods C3.3 Fuel- and Energy-Related Activities for transmission and distribution (“T&D”) losses from electricity consumed within the Company C3.4 Upstream Transportation & Distribution C3.5 Waste Generated in Operations C3.6 Business Travel C3.7 Commuting C3.9 Downstream Transportation & Distribution

Data Methodologies and Assumptions (continued)

Category	Boundary	Notes on Methodology
Scope 1 & 2 Energy Use in Direct Operations (within company)	Global office and warehouse locations (leased and owned)	<p>In fiscal 2025, 77% of total kWhs and 86% of therms of natural gas (from total applicable sites, which represents around 93% in area) were actuals, the rest were estimated. When data was not available for a specific period of time, usage was estimated based on averaging available data. We provide both location-based emissions and market-based emissions for Scope 2 as noted in the relevant statements on the Environmental Management Approach. For our market-based emissions calculations, we purchased renewable energy certificates for some of our properties such as our Gallaway, Tennessee distribution center and our facilities in Colorado.</p> <p>In all leased third-party logistics warehouses, a 50% reportable indicator was used. Helen of Troy did not make up more than 50% of business in any of its third-party warehouses, therefore they were excluded from the analysis. Emission Factors Used:</p> <ul style="list-style-type: none"> · Natural Gas: EPA Climate Leaders, Jan 2025, Table 1: Stationary Combustion Emission Factors · Electricity: <ul style="list-style-type: none"> · Domestic: EPA Climate Leaders, Jan 2025, Table 6: Emission Factors by eGRID Subregion · Domestic EU: US Energy Information Administration, Building Information Table C15: Electricity consumption and conditional energy intensity by census region, 2018; data released December 2022 · International: IEA, "CO₂ Emissions from Fuel Combustion," 2021 Edition.
Scope 1 Fleet Vehicles	Global fleet vehicles	Helen of Troy operates a small supply of leased fleet vehicles. Primary data was provided for all vehicles and was converted based on miles per gallon from www.fueleconomy.gov .
C3.1 Energy Use in Supply Chain (outside of company)	Tier 1 Supplier energy use	<p>60.4% of Tier 1 suppliers by spend participated in reporting primary data on fuel, natural gas, and electricity usage. By spend, all were reported through Higg FEM (60.5% verified, 39.5% non-verified). Energy data reported was then allocated to account for only the percent of total production attributable to Helen of Troy in each factory (as self-reported by the suppliers).</p> <p>Primary reported data was then extrapolated to 100% of total spend to represent Helen of Troy's complete volume of production. Alignment with industry standards such as Worldly is part of Helen of Troy's sustainability strategy to improve data quality and transparency. We continued this methodology in fiscal 2025.</p> <p>Note on Reporting Period: Use of verified FEM data requires Helen of Troy to report supplier data on a delayed time period. For fiscal 2025, Helen of Troy is reporting calendar year 2023 supplier data.</p> <p>Emission Factors Used: Primary - Worldly FEM Methodology</p>
C3.2 Capital Goods	Machinery and equipment	Helen of Troy reports its total spend (\$USD) on machinery and equipment under capital goods. Emissions were calculated by primary spend data and inputted into a third party Scope 3 emissions calculator.

Data Methodologies and Assumptions (continued)

Category	Boundary	Notes on Methodology
C3.3 Fuel- and Energy-Related Activities	T&D Losses from direct operations	T&D Losses (also known as grid losses from electricity usage) are calculated by multiplying electricity usage from Helen of Troy’s global direct operations by country- or region-specific emission factors from IEA. T&D losses were applied to both real and estimated kWhs per facility for completeness. Emission Factors Used: · Domestic EPA Climate Leaders, Jan 2025, Table 6: Emission Factors by eGRID Subregion · International: IEA, “CO ₂ Emissions from Fuel Combustion,” 2021
C3.4 & C3.5 Upstream and Downstream Transportation & Distribution	Global inbound and outbound shipping managed by Helen of Troy	Helen of Troy reports its total spend (\$USD) on upstream and downstream transportation & distribution. In some cases, we were able to obtain emissions data directly from courier providers. Emissions were calculated by primary spend data and inputted into a third party Scope 3 emissions calculator.
C3.5 Waste	Global office and warehouse locations (leased and owned)	Only primary waste data (landfill and recycling) was accounted for in the fiscal 2025 inventory (no estimations were applied for facilities who did not provide primary data, which was done in fiscal 2021 inventory). Emission Factors Used: EPA, Office of Resource Conservation and Recovery (December 2023) Documentation for Greenhouse Gas Emission and Energy Factors used in the Waste Reduction Model (WARM). Factors from tables provided in the Management Practices Chapters and Background Chapters. WARM Version 16, December 2023 release. Additional data provided by EPA, WARM-16 Background Data.
C3.6 Business Travel	Global employee travel	Majority of our air travel and car rentals are booked through a central travel agency, Certify, who provided a total CO ₂ emissions footprint. Fiscal 2024 was the first time this data was utilized
C3.7 Commuting	Global employee commuting	Commuting data was estimated using total full-time employee (FTE) count per region. Calculated using an average distance travelled and average MPG for a standard car. Drive alone single occupancy vehicle (SOV) was assumed for all regions except for Asia Pacific, which was assumed as all public transit. For fiscal 2025, all associates were included in the commuting estimation based on qualitative information about employee commute behavior, such as that the Company instituted a hybrid work approach. Emission Factors Used: EPA Climate Leaders, Jan 2025, Table 8, Scope 3 Category 4: Upstream Transportation and Distribution and Category 9: Downstream Transportation and Distribution

Notes:

- Data changes from previous fiscal can be attributed to either using more accurate data sources and/or the decrease or increase of operational activities. In general, we saw a decrease in facilities due to decreased operational activities and closure of several facilities; while the increase was due to the consolidation of our warehouse to Iron Giant and the opening of several offices.
- Olive & June’s information was not yet included in this data set as we have not yet fully integrated their operations with the rest of the Company’s.
- We only cover CO₂, CH₄, N₂O in our calculations. We did not calculate for HFCs, PFCs and SF₆ and believe these gases are de minimis.
- Our emissions profile over time is reported in our CDP response.

Data Methodologies and Assumptions (continued)

Water Consumption Data

All water data provided in this Report from within the Company and outside of the Company refers to withdrawn water as reported through utility bills. At this time, Helen of Troy is not able to report on water consumption, water released/discharged, or wastewater.

For Helen of Troy offices and warehouses, 77.4% of the reported water use is based on primary data, while the remaining 22.6% was estimated using EPA average water use per sq ft for office buildings and warehouses, respectively. 60.4 percent of Tier 1 suppliers by spend provided primary water use data. Supplier data reported was allocated to account for only the percent of total production attributable to Helen of Troy in each factory. This data was then used to extrapolate 100% of total spend.

Waste Data

For Helen of Troy offices and warehouses, only 5 out of 29 sites (representing 91.3% of total area) were able to supply primary data for landfill disposal, the remaining locations were not included as it only represents a minority area of 8.7%. 60.4 percent of Tier 1 suppliers by spend provided primary solid hazardous and non-hazardous waste. Supplier data reported was allocated to account for only the percent of total production attributable to Helen of Troy in each factory. Due to the complex nature of waste management across different suppliers, we did not extrapolate 100% of total spend.

FORWARD-LOOKING STATEMENTS AND DISCLAIMER

This Report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors, and partners unless otherwise noted.

Some of the statements in this Report may be “forward-looking statements” as defined under the US Private Securities Litigation Reform Act of 1995. Generally, the words “anticipates,” “assumes,” “believes,” “expects,” “plans,” “may,” “will,” “might,” “would,” “should,” “seeks,” “estimates,” “project,” “predict,” “potential,” “currently,” “continue,” “intends,” “outlook,” “forecasts,” “targets,” “reflects,” “could,” “aim,” “setting up,” “beginning to,” and other similar words identify forward-looking statements. All statements that address operating results, events, or developments that we expect or anticipate may occur in the future, including statements concerning sustainability targets, goals, commitments and programs or expressing general expectations about cost reduction measures, business performance and objectives, future operating results and future goals, commitments, and programs, are forward-looking statements and are based upon its current expectations and various assumptions. We believe there is a reasonable basis for these expectations and assumptions, but there can be no assurance that we will realize these expectations or that these assumptions will prove correct. Forward-looking statements are only as of the date they are made and are subject to risks, many of which are beyond our control, that could cause them to differ materially from actual results. Accordingly, we caution readers not to place undue reliance on forward-looking statements. The forward-looking statements contained in this Report should be read in conjunction with, and are subject to and qualified by, the risks described in our Annual Report, and in our other filings with the SEC.

As a result, the actual conduct of our activities, including the development, implementation, continuation or achievement of any program, policy, initiative, target, commitment, or objective discussed or forecasted in this Report may differ materially in the future. As with any projections or estimates, actual results or numbers may vary. Many of the standards and metrics used in preparing this Report continue to shift, emerge and evolve and are based on management assumptions believed to be reasonable at the time of preparation. Additionally, our goals and commitments include specific achievements we seek to accomplish that have aspirational components that may take years or decades to achieve. Accordingly, we caution readers not to place undue reliance on forward-looking statements. There is no guarantee that we will meet or achieve any program, policy, initiative, target, commitment, or objective discussed or forecasted in this Report or increasing stakeholder expectations. Additionally, certain data, statistics and metrics included in this report, including those related to greenhouse gas emissions, are estimates, have not been prepared in accordance with generally accepted accounting principles. Although this information is based on accepted methodologies and assumptions believed to be reasonable at the time of preparation, they should not be considered as guarantees and may be subject to further revisions.

We use the standards and guidelines of the Global Reporting Initiative, SASB industry-specific standards and the TCFD to inform our sustainability and sustainability disclosures. Some of our sustainability disclosures are included in our Annual Report, our Proxy Statement for our Annual General Meeting of Shareholders and this Report. Information contained in this Report is also sourced from a variety of internal and external sources and may be based on shifting, emerging or evolving practices. In addition, disclosures related to environmental sustainability, including disclosures related to our resource consumption and greenhouse gas emissions as well as certain internal estimates and assumptions, are based in part on third-party data. Uncertainties, inaccuracies or omissions in any of these inputs could have compounding effects on the accuracy and completeness of resulting emissions and resource consumption figures.

No part of this Report constitutes, or shall be taken to constitute, an invitation or inducement to invest in us and shall not be relied upon in any way in connection with any investment decisions. This Report is not comprehensive and should be read in conjunction with our Annual Report and our other SEC filings. We expect to update this Report annually. However, we undertake no obligation to update any statements herein to reflect later developments.

Available Information

We maintain our main Internet site at: <http://www.helenoftroy.com>. The information contained on our [website](#) is not included as a part of, or incorporated by reference into, this Report. On our [website](#), under the heading “Sustainability,” are our Sustainability Report, Sustainability Guiding Principles, Code of Conduct, Supplier Code of Conduct and the Conflicts Mineral Report. Also, we make available on or through our main website’s Investor Relations page under the heading “Financials - SEC Filings” certain reports and amendments to those reports that we file with, or furnish to, the SEC in accordance with the Securities Exchange Act of 1934. The SEC maintains a website at <https://www.sec.gov> that contains reports, proxy and information statements, and other information regarding issuers that file electronically with the SEC.



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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Board of Directors and Management
Helen of Troy Limited

We have reviewed the Scope 1 greenhouse gas (“GHG”) emissions and Scope 2 (location-based and market-based) GHG emissions and the related disclosures included in the 2025 Sustainability Report of Helen of Troy Limited for the year ended February 28, 2025 (“Subject Matter”). Helen of Troy Limited’s management is responsible for preparing and presenting the Subject Matter in accordance with the Greenhouse Gas Protocol¹: A Corporate Accounting and Reporting Standard (Revised Edition) and GHG Protocol Scope 2 Guidance (the “Criteria”). Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be presented in accordance with the Criteria. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is presented in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment and consisted primarily of analytical procedures and inquiries. In addition, we obtained an understanding of Helen of Troy Limited’s business processes relevant to the review in order to design appropriate procedures.

The preparation of the Subject Matter requires management to evaluate the Criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. Measurement of certain amounts, some of which may be referred to as estimates, is subject to substantial inherent measurement uncertainty. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts and metrics. The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

The other information included in the Company’s 2025 Sustainability Report is presented by management of the Company and is not part of the Subject Matter. Such information has not been subjected to the procedures applied in the review engagement and accordingly, we do not conclude, express an opinion or provide assurance on it.

Based on our review, we are not aware of any material modifications that should be made to the Subject Matter of Helen of Troy Limited for the year ended February 28, 2025, in order for it to be presented in accordance with the Criteria.

Grant Thornton LLP

Dallas, Texas
May 30, 2025

¹World Resources Institute and World Business Council for Sustainability Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and GHG Protocol Scope 2 Guidance (collectively, the “GHG Protocol”)

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GLOSSARY

Throughout this Report, the Company may use selected abbreviations, acronyms and terms, which are defined below. For certain terms, we have defined these terms the first time they are used in this Report.

Terms	Definitions
Annual Report	Our fiscal 2025 Annual Report on Form 10-K.
Baseline Water Stress	Measures total annual water withdrawals or demand (municipal, industrial, and agricultural) expressed as a percent of the total annual available flow or supply
bluesign®	A third-party standard that certifies and assesses environmental and social impacts of specific textiles and accessories from raw material to product assembly. It supports decisions around natural resource use, occupational health & safety, water and air emissions, and chemical safety requirements in the manufacturing of a product.
Board	The Board of Directors of Helen of Troy Limited.
Carbon Disclosure Project (CDP)	A not-for-profit organization that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts
CEO	Chief Executive Officer
CO₂e or carbon dioxide equivalent	Measure used to compare emissions from various types of greenhouse gas emissions based on their global warming potential, which describes the radiative forcing impact of one unit of a given greenhouse gas relative to one unit of carbon dioxide over a given period
Design for Environment principles	Refers to a design approach comprised of a set of principles that integrate lower environmental impact considerations in a product or service. The use of this term in this Report does not refer to the US EPA’s program that has now been renamed “Safer Choice”
Energy Star	Refers to a symbol representing energy efficient products in the United States and other countries such as Canada, Australia, Japan, New Zealand, Switzerland, and Taiwan
EPA	U.S. Environmental Protection Agency.
Forest Stewardship Council (FSC)-certified	A third-party standard that certifies products coming from responsibly managed forests
Fiscal	References to “fiscal” in connection with a numeric year number denotes our fiscal year ending on the last day of February, during the year number listed.
GJ or Gigajoules	Commonly used to measure overall energy usage, including electric and fuel consumption; also refers to one thousand million joules
Global Reporting Initiative (GRI Standards)	An international standards organization that sets standards on sustainability and sustainability disclosures reporting.
Greenhouse gas (GHG) emissions	Emissions that contribute to the greenhouse effect - trapping of the sun’s heat by gases in the Earth’s atmosphere - such as, most commonly, carbon dioxide (CO ₂) emissions
Hazardous waste	Waste as defined in Annex III of the United Nation’s international treaty on the “Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal” (also known as the Basel Convention), or as defined by the relevant national legislation
Incident rate	Refers to the US OSHA formula on total recordable incident rate (“TRIR”): (number of injuries/illnesses x 200,000)/Employee hours worked. It refers to the number of recordable injuries for every 100 workers
International Integrated Reporting Framework (IIRF)	Sustainability reporting standard set by the International Integrated Reporting Council in 2010. Now merged with SASB as part of the International Sustainability Standards.

MWh or megawatt-hours	One thousand kilowatt-hours; the unit of kilowatt hours is commonly used as a billing unit for energy delivered to consumers by electric utilities
LEED (Leadership in Energy and Environmental Design)	Designed by the United States Green Building Council and is one of the most widely used green building certification standards in the world. There are four levels of certification: Certified, Silver, Gold, and Platinum.
Location-Based Emissions	According to the GHG Protocol: “A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data)”
Market-Based Emissions	According to the GHG Protocol: “A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). It derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims.”
Multicultural	Refers to associates (or employees) with racial or ethnic background different to that of the majority; in the United States this would be non-Caucasian or non-white
Non-hazardous waste	Waste that has not been defined hazardous in Annex III of the United Nation’s international treaty on the Basel Convention, or by the relevant national legislation
Programme for the Endorsement of Forest Certification (PEFC)	Refers to another forestry certification system, details under www.pefc.org
Proxy Statement	Our Proxy Statement for our Annual General Meeting of Shareholders scheduled to be filed at the end of June 2025.
REACH regulation	A European Union regulation known as “Registration, Evaluation, Authorization and Restriction of Chemicals”, which addresses the production and use of certain chemical substances
Recyclable	Refers to materials that can be easily recycled in a specific area or location
Recycled content	Refers to the percentage of material that replaces virgin materials
SEC	United States Securities and Exchange Commission.
Scope 1 emissions	Direct greenhouse gas emissions that are owned or controlled by the Company, such as direct fuel consumption; commonly measured in metric tons
Scope 2 emissions	Indirect greenhouse gas emissions resulting from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the Company; commonly measured in metric tons
Scope 3 emissions	Indirect greenhouse gas emissions not part of scope 2 and occurs outside of the Company, including both upstream and downstream emissions; commonly measured in metric tons
Smelters or refiners (SORs)	Refers to the entity that produces base metal from its ore; part of the reporting requirements under Rule 13p-1 under the United States Securities Exchange Act of 1934 (added by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act)
Sustainability Accounting Standards Board (SASB)	A not-for-profit organization that sets standards on sustainability reporting and sustainability accounting. Now merged with the IIRF as part of the International Sustainability Standards
Task Force on Climate-related Financial Disclosures (TCFD)	An international task force established by the Financial Stability Board to develop recommendations for climate-related disclosures
Voluntary turnover	Associates (or employees) who leave the Company of their own volition, does not include dismissal, retirement, or death in service
Website	Our main Internet site is at: http://www.helenoftroy.com and the sustainability section on our website is at: www.helenoftroy.com/sustainability . For additional information concerning our website , see Available information on page 58.

Endnotes:

1. For detailed board diversity data, refer to our Proxy Statement.
2. Data only available for U.S. operations; based on self-identification and refers to data as of end fiscal 2025, February 28, 2025.
3. Refer to data as of last pay period of calendar year 2024, as per EEO-1 requirements.
4. We monitor the positions taken by trade associations in which we are active members. Currently, based on our own assessment, these trade associations are consistent with our major policy positions.
5. Refers to fiscal year 2025 data.
6. As a matter of strict principle, we do not make any political or campaign contributions globally, including to political action committees. There is no reportable lobbying activity for fiscal 2025.
7. The How2Recycle label is only applicable in the U.S. and Canada markets.
8. USGBC® and the related logo are trademarks owned by the U.S. Green Building Council® and are used with permission.
9. Helen of Troy commits to reduce absolute scope 1 and 2 GHG emissions 46.2% by fiscal 2030 from a fiscal 2020 base year. Helen of Troy also commits to reduce absolute scope 3 GHG emissions 42% by fiscal 2030 from a fiscal 2021 base year.
10. Direct emissions that are within our operational control e.g., on-site fossil fuel combustion. Refer to page 54 or climate change emissions data approach.
11. Indirect emissions that are within our operational control e.g., electricity, heat, steam. Refer to the Sustainability Data Methodologies and Assumptions - Climate Change Emissions Data for our detailed approach. Our Scope 2 market-based emissions is 3,506.4 metric tons of CO₂e.
12. Emissions that are not within our operational control e.g., supply chain. Note that this does not include "Use of Sold Products". Refer to the Sustainability Data Methodologies and Assumptions - Climate Change Emissions Data for our detailed approach.
13. Based on categories outlined in the World Resources Institute Aqueduct tool.
14. All hazardous waste is disposed in accordance with regulations; detailed data is available only for outside the Company.
15. Of those SORs that show indication of sourcing from the DRC/Covered Countries, all but 1 are currently certified or actively moving through the certification process. Related to the 1 SOR, we required the relevant supplier to cease any more purchases from this SOR for our products. Covered countries and conflict minerals as defined in Section 1502(e)(4) of the Dodd-Frank Wall Street Reform and Consumer Protection Act.
16. The Company defines short-term as one fiscal year; medium term from 1-5 years, aligned with the timeline of our strategic transformation plan and long-term from 6 years and above, which is greater than the number of years in our strategic transformation plan.

ABOUT THIS REPORT

Helen of Troy’s 2025 Sustainability Report covers our environmental and social performance and progress during fiscal year 2025 (March 1, 2024 – February 28, 2025). This Report highlights the connection between our sustainability efforts and our broader business strategy, including our focus on quality, safety, transparency, and consumer trust. We recognize the importance of transparency to our stakeholders and aim to provide a clear view of how we manage our most material environmental and social topics. This includes how we are delivering positive impact through trusted, everyday products and supporting our people. Additional information aligned with global frameworks, including GRI and SASB, is included in the appendix.

As part of our broad sustainability efforts across Helen of Troy Limited (NASDAQ: HELE) and its subsidiaries (the “Company”, “our Company”, “Helen of Troy”, “HELE”, “we”, “us”, or “our”), we are committed to providing certain sustainability information with the following reporting elements:

Reporting Elements	Details
Period	Fiscal 2025: March 1, 2024 to February 28, 2025 All data is reflected as fiscal, unless otherwise indicated.
Frequency	Annually, following the end of each fiscal year; Relevant updates are available in the sustainability section on our website : www.helenoftroy.com/sustainability.
Report Approval	The Corporate Governance Committee of the Board and the CEO approved this Report
Reporting standards and principles	This Report refers to the following sustainability standards, including their reporting principles: <ul style="list-style-type: none"> · International Sustainability Standards: <ul style="list-style-type: none"> · SASB standards: <ul style="list-style-type: none"> · Appliance Manufacturing Standard 2018 · Household & Personal Products Standard 2018 · IIRF · GRI: Helen of Troy has reported in reference with the GRI Standards for the period from March 1, 2024 to February 28, 2025 · CDP · GHG Protocol · TCFD The relevant data tables and details are on page 39.
Assurance	Grant Thornton LLP completed limited assurance review procedures on the Company’s carbon emissions data for Scope 1 and Scope 2 (location-based and Market-based greenhouse gas emissions). Refer to page 59 for additional details.
Complementary disclosures	This Report forms part of our overall sustainability disclosures. We highly encourage that it be read in conjunction with the following other publicly available information: <ul style="list-style-type: none"> – Our Annual Report – Our Proxy Statement – Our Website This Report is not, and should not be considered, incorporated or otherwise part of any of Helen of Troy’s filings or reports with the SEC.
Feedback and Questions	For feedback and questions related to our sustainability disclosures and performance, please contact: Sustainability@helenoftroy.com

See Forward-Looking Statements and Disclaimer on page 58 and Available Information on page 58.

Helen of Troy

